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REPLY TO
ATTENTION OF

**DEPARTMENT OF THE ARMY
REGIMENTAL NONCOMMISSIONED OFFICER ACADEMY
FORT GORDON, GEORGIA 30905-5491**



ATZH-LCA (310-2d)

6 July 2006

MEMORANDUM FOR Regimental Noncommissioned Officer Academy

SUBJECT: Policy Memorandum #2 – The Army's Equal Opportunity Program

1. This memorandum establishes command policy relative to the Unit's Equal Opportunity Program. This policy applies to both military and civilian employees assigned or attached to the Regimental Noncommissioned Officer Academy (RNCOA) and is required reading by all personnel.
2. As Commandant of the Regimental Noncommissioned Officer Academy, I want to personally state my support and commitment to the Army's Equal Opportunity Program. I fully endorse the EO policy set forth by the Commanding General, Fort Gordon, Georgia.
3. Equal opportunity is everybody's business. Every Soldier and leader assigned to this Academy has a responsibility to promote a positive EO climate that supports readiness and unit cohesion. I want to guarantee Soldiers, their leaders and family members a command climate that treats everyone on the basis of capability and merit without regard to race, color, religion, nationality or gender. Behavior that constitutes race or gender discrimination cannot and will not be tolerated. It is only with full command support that equal opportunity can become a reality. Towards that goal, anyone assigned or attached to this Academy who violates this policy will be dealt with accordingly.
4. I ask that all members of this Academy commit themselves to making this policy work. You are encouraged to use the chain of command to identify and solve problems. If anyone feels that his or her grievance is not receiving command attention, my door is always open.
5. Equal opportunity/sexual harassment complaints must be filed with the chain of command. The Brigade Equal Opportunity Advisor, Inspector General, Housing Referral Office, Staff Judge Advocate, PMO, CID, Chaplain, and medical personnel can assist commanders, Soldiers, and civilians with their equal opportunity or sexual harassment complaints. Leaders will ensure Soldiers filing a complaint are free from reprisals. Soldiers submitting a complaint must give specifics about their allegation of discrimination or sexual harassment to ensure accurate and rapid resolution.
6. All complaints should be resolved at the lowest level possible and within the timelines stated on the Equal Opportunity/Sexual Harassment Complaint Process chart posted on bulletin board.

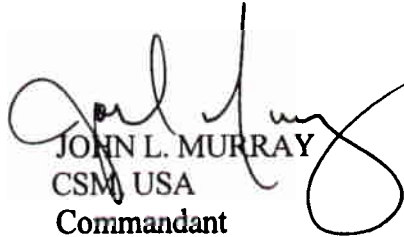
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7. A copy of this memorandum will be placed on all RNCOA HQs, ANCOC, and BNCOC bulletin boards.



JOHN L. MURRAY
CSM, USA
Commandant

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